
Schedule of employees with
compensation in excess of \$100,000
Public sector compensation
disclosure report
St. Francis Xavier University

March 31, 2020

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Independent Auditor's Report

To the management of St. Francis Xavier University

Opinion

We have audited the accompanying Public Sector Compensation Disclosure Report of St. Francis Xavier University (the "University") for the year ended March 31, 2020 (the "Schedule"). The Schedule has been prepared by management based on the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

In our opinion, the Public Sector Compensation Disclosure Report of the University for the year ended March 31, 2020, is prepared, in all material respects, in accordance with the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the Schedule, which describes the basis of accounting. The Schedule is prepared to meet the requirements of the *Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1*, dated December 10, 2010. As a result, the Schedule may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the *Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1*, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the University's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Schedule.

As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit

Deloitte LLP

Chartered Professional Accountants
June 23, 2020

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Section 3 of the *Public Sector Compensation Disclosure Act, 2010* of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for benefit of, each of its board members, officers, employees, contractors, and consultants.

Board Members, Officers, Employees, Contractors and Consultants

For the year ended March 31, 2020, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Last Name	First Name	2020 Total Compensation
Abelson	Donald	192,715
Alex	Marion	126,070
Alma	Eileen	104,520
Al-maini	Douglas	101,514
Anderson	Alan	151,080
Anthony	Denton	101,514
Apaloo	Joseph	150,961
Aquino	Manuel	158,231
Austen	Erin	101,514
Baldner	Steve	157,287
Bantjes	Roderick	139,146
Beckett	Andrew	227,827
Bell	Kyler	127,500
Beltrami	Hugo	173,004
Betker	Claire	145,811
Bickerton	James	150,215
Billington	Ryan	103,690
Boucher	Jacques	234,406
Boyd	Iain	104,526
Boyle	Todd	166,358
Brebner	Karen	145,905
Brown	Douglas	114,125
Brunkhorst	Kevin	117,008
Buksaitis	Tara	129,920
Byrne	Christopher	126,894
Callaghan	Tara	157,287
Cameron	Susan	121,042
Casey	Amanda	105,933
Cash	Corrine	108,046

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Last Name	First Name	2020 Total Compensation
Chisholm	Riley	107,019
Chisholm	Shaun	107,523
Cho	Youngwon	118,222
Coady	Maureen	108,686
Connolly	Daphne	117,217
Cormack	Patricia	141,406
Cormier	James	129,645
Craig	Lisa	127,616
Cunningham	Gordon	134,458
D'arcy	Michael	109,767
De Leebeeck	Jacqueline	103,947
De Vries	Ranke	114,191
De'Bell	Keith	157,287
Delorey	John	121,296
Dodaro	Santo	126,070
English	Leona	143,455
Estill	Laura	103,444
Finbow	Stephen	111,105
Foran	Andrew	173,975
Forestell	Nancy	131,531
Fox	Ann	139,893
Fraser	Yvonne	129,396
Frazer	Christopher	118,030
Fuller	Mark	121,443
Galway	Moira	130,232
Garbary	David	118,344
Ghore	Yogesh	104,895
Ghouma	Hatem	105,515
Gondra	Iker	111,741
Graham	Lori	127,737
Gregory	Sharon	119,506
Grenier	Yvon	164,287
Groarke	Louis	138,476
Hale	Robert	139,878
Haller	Mikael	104,481
Halperin	Donna	125,990

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Last Name	First Name	2020 Total Compensation
Hansen-Ketchum	Patti	130,663
Harling	Stalker	110,600
Hurst	Rachel	104,309
Hynes	Timothy	183,246
Isnor	Richard	161,078
Kalman	Samuel	121,837
Kane	Daniel	102,612
Karunakaran	Velautham	140,525
Kearns	Laura-Lee	110,255
Kellman	Lisa	124,756
Kennedy	Robert	126,070
Khoury	Joseph	119,696
Kocay	Victor	154,387
Koch	Erika	123,535
Kolen	Angela	145,942
Kyte	Murray	198,483
Lalande	Guy	127,576
Langdon	Jonathan	111,000
Langille	Edward	157,287
Langley	Wendy	136,131
Latimer	Kevin	102,500
Leaist	Derek	157,584
Leblanc	Rejeanne	127,175
Lebris	Karine	108,686
Leung	Opal	100,275
Levman	Jacob	104,264
Lin	Man	135,546
Linkletter	Michael	110,583
Litz	Stefan	113,914
Lomore	Christine	108,517
Long	Bradley	120,723
Lukeman	Gregory	130,599
Lukeman	Ryan	103,180
Lunney Borden	Lisa	122,293
Lynes	David	127,695
MacAulay	Kenneth	158,531

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Last Name	First Name	2020 Total Compensation
MacCaull	Wendy	100,536
MacDonald	Alexis	100,370
MacDonald	Cathy	170,811
MacDonald	Joseph	137,500
MacDonald	Kent	585,077
MacDonald	Lara	119,002
MacDonald	Leo	142,669
MacIntosh	Pauline	101,046
MacKenzie	Ann	103,062
MacKenzie	Sasho	115,039
MacLean	Brian	122,450
MacLean	Kim	127,737
MacLellan	Leon	146,494
MacLeod	Katarin	112,936
MacNeil	Michelle	131,585
MacPherson	Leo	119,460
Madden	Robert	155,620
Mahaffey	Thomas	155,620
Mallory	Peter	103,180
Maltby	Neil	100,651
Marangoni	Gerry	177,537
Marmura	Stephen	108,686
Marquis	Paul	155,620
Marzlin	Karl-Peter	130,422
McCormick	Peter	143,462
McGibbon	Elizabeth	146,407
McGillivray	Mary	157,287
McInnis	Peter	126,240
McIver	Rhonda	121,660
McKenna	John	134,737
McKinnon	Margaret	103,947
McMillan	Leslie	110,846
Melchin	Michael	158,140
Mitton-Kukner	Jennifer	105,338
Morrison	Bobbi	116,299
Morse	Wendy	100,505

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Last Name	First Name	2020 Total Compensation
Moynagh	Maureen	129,650
Mukerji	Bhasker	128,691
Murphy	Brendan	172,124
Murray-Orr	Ann	134,687
Nguyen	Yen	107,839
Nilges	Mathias	119,553
Oguejiofor	Emeka	126,070
Orlova	Galina	125,502
Orr	Jeffrey	189,294
Oxner	Mary	134,678
Palanisamy	Ramaraj	169,158
Parikh	Bhavik	102,822
Penner	Ken	110,767
Peters	Randy	116,016
Phyne	John	155,620
Poole	Peter	156,961
Potts	Jason	102,294
Price	Shelley	100,347
Provost	Kathleen	118,628
Purvis	Janet	102,621
Rasmussen	Roy	155,620
Risk	David	128,194
Robinson	Daniel	123,278
Robinson	Ingrid	103,541
Rosborough	Jonathan	101,514
Roy	Carole	116,011
Rushton	Cory	125,842
Sandness	Adela	111,898
Scoggins	Anthony	110,496
Scrosati	Ricardo	132,617
Semple	Rhonda	120,783
Sheppard-Lemoine	Debra	117,758
Smith	Douglas	157,287
Stan	Lavinia	155,150
Stanley-Blackwell	Laurie	158,312
Sweet	William	159,631

St. Francis Xavier University**Schedule of employees with compensation in excess of \$100,000**Year ended March 31, 2020

Last Name	First Name	2020 Total Compensation
Swinemar-Murray	Jennifer	138,720
Taylor	Barry	126,070
Taylor	Tara	120,436
Tkacz	Gregoire	140,213
Tokarz	Wojciech	103,005
Tompkins	Joanne	142,307
Trembinski	Donna	111,439
Tynan	Paul	126,758
Van Bommel	Martin	142,669
Vandehoogen	Robert	147,326
Verberg	Norine	126,070
Vincent	Susan	142,702
Vishwakarma	Vijay	111,650
Vossen	Deborah	127,169
Wamsley	Kevin	268,819
Wang	Ping	153,124
Watt	Margo	127,939
Weaver	Angela	108,182
Weaving	Charlene	120,336
Webber	June	135,848
Whitty-Rogers	Joanne	124,153
Wilputte	Earla	157,287
Withey	Patrick	100,026
Wright	Edward	155,620
Wyeth	Russell	108,686
Yang	Laurence	126,758
Young	David	143,342
Zecker	Robert	126,217
Zhou	Ping	133,880

1. Basis of accounting

The Schedule of Employees with Compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined as a total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirements or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (iv) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (v) payments made for exceptional benefits not provided to the majority of employees,
- (vi) payments for memberships in recreational clubs or organizations, and
- (vii) the value of any other payment or benefit prescribed in the regulations.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the Corporation issues a T4 or a T4A and also includes contractors or consultants that are a sole proprietors or incorporated individuals.

Compensation

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.